



San Joaquin County Behavioral Health Services

DEPUTY DIRECTOR OF BEHAVIORAL HEALTH SERVICES - CLINICAL



San Joaquin County
Human Resources Division
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www.sjgov.org/department/hr

Recruitment Announcement
0119-ES2312-EX

SAN JOAQUIN
COUNTY
Greatness grows here.

THE POSITION

San Joaquin County is recruiting to fill one position with Behavioral Health Services. The current vacancy provides administrative oversight of the Justice and Substance Abuse Services Division which includes services for mental health consumers involved with the criminal justice system as well as a range of substance abuse disorder treatment services.

The department is seeking a candidate who is a visionary, collaborative, and results-oriented with management experience in the area of behavioral health services, preferably in the public sector. The Deputy Director of Behavioral Health Services will be responsible for providing leadership direction on strategic planning and program implementation utilizing a team-oriented approach. This is an at-will position and is exempt from the San Joaquin County Civil Service System. The position reports to the Senior Deputy Director of Behavioral Health Services.

THE DEPARTMENT

Behavioral Health Services (BHS) is a division of San Joaquin County Health Care Services and provides an array of mental health and substance use disorder treatment services, primarily for Medi-Cal beneficiaries in San Joaquin County. The department consists of over 700 employees in the following operational divisions:

- Administration
- Mental Health Services
- Mental Health Forensic Services
- Adult/Older Adult Services
- Inpatient and Crisis Services
- Children's Services
- Substance Abuse Services
- Mental Health Pharmacy



The mission of the department is to partner with the community to provide integrated, culturally and linguistically competent mental health and substance abuse services to meet the prevention, intervention, treatment, and recovery needs of San Joaquin County residents.

IDEAL CANDIDATE

The ideal candidate will demonstrate integrity in all areas of responsibility and a strong sense of ethics. Excellent communication skills, with the ability to establish relationships, build networks, and generate resources to meet the needs of Behavioral Health Services and the community. Strong analytical skills and the ability to make difficult decisions with sound judgment. Effective management skills to lead a diverse team that includes subordinate managers and supervisors. The ability to inspire, motivate and empower staff in their professional development and to achieve established goals.

SAN JOAQUIN COUNTY

A land of beauty, recreation and natural riches-from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

ARTS, CULTURE, AND RECREATION



The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and the Children's Museum of Stockton are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides twenty regional and community parks for boating, camping, picnicking, swimming and organized sports.

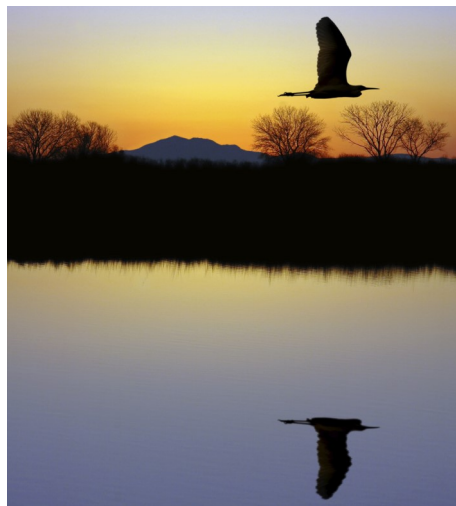
Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve.

The county-owned and operated Micke Grove Park offers a zoo, rides and a historical museum to delight both children and adults.

The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor north to Sacramento and offering access to the San Francisco Bay.

AGRICULTURE

The county is one of the most agriculturally rich regions in California. There are 517,900 acres dedicated to irrigated farmland. The county is the number one producer of walnuts and cherries in the state. In recent years, one of the leading crops in the county has been wine grapes, and wineries and vineyards have sprung up from Stockton to Lodi.



EDUCATION

From preschool to higher education, the county has it covered with an abundant array of opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus - Stockton Center, Humphreys College and School of Law, National University and San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The county's 17 school districts provide families with a wide choice for children's educational development.

HOUSING

Homes and apartments are plentiful and the median home price in the County is still affordable when compared to other nearby areas.

Affordable, comfortable housing is available in most sections of the county and new homes abound in both the south and north area, with historic homes found mostly in central Stockton and downtown Lodi.

San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities, cultural, recreational, and educational that the area provides.



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TYPICAL DUTIES

- Plans, develops, manages and administers BHS programs for the treatment of behavioral/mental disorders; directs program operations to maximize efficiency, improve service levels, reduce costs, and ensure effective utilization of available resources; exercises good judgment and makes sound business decisions in managing assigned activities; provides strategic leadership through communication, demonstration, and accomplishment of the organizational mission, vision, and values.
- Through subordinate managers and supervisors, oversees and directs a multi-disciplinary staff engaged in the direct provision of clinical and support services to patients and their families; monitors staff work activities and responsibilities; directs and administers personnel matters, including employee selection, assignment, and evaluation; directs employee discipline as required; directs and oversees staff development training.
- Directs the development and implementation of program policies and procedures; analyzes and interprets existing and proposed federal, state, and local legislation, policies, procedures and other directives to determine impact on assigned operations.
- Assists with the development and administration of departmental budgets and the disbursement of funds; analyzes services to determine appropriate levels of service.
- Manages special projects; researches and analyzes information and statistical data; conducts research and surveys; prepares complex correspondence, reports, and other documents; makes oral and written presentations.
- Effectively utilizes technology to improve systems and processes.

For complete list of typical duties, please see online job posting.

DESIRABLE QUALIFICATIONS

Experience: Five years of management experience in a public sector health care agency or program, including at least two years managing behavioral health clinical program services and activities.

REQUIRED QUALIFICATIONS

License: Valid California licensure as one of the following:

- A Licensed Clinical Social Worker (LCSW), a Marriage and Family Therapist (MFT), or a Licensed Professional Clinical Counselor (LPCC) issued by the California Board of Behavioral Sciences.
- A Psychologist issued by the California Board of Psychology.
- A Physician, issued by the Medical Board of California (including certification by the American Board of Psychiatry and Neurology).

Education: Graduation from an accredited university with a master's or doctorate degree required by the State of California to become licensed as a Licensed Clinical Social Worker (LCSW), Marriage and Family Therapist (MFT), Licensed Professional Clinical Counselor (LPCC), Psychologist, or Physician.

And

License: Possession of a valid California driver's license.





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COMPENSATION AND BENEFITS

Approximate Annual Base Salary:

\$99,029 - \$120,370

In addition to base salary, the County offers a Cafeteria Plan in the annual amount of \$24,023 which is considered the employer's benefit contribution and may be used to purchase medical, dental, and vision coverage. Depending on a candidate's health plan selection, premiums not paid by the Cafeteria plan allowance will be the employee's responsibility through a pre-tax deduction. Unused monies are paid as additional salary.

- ◆ 457 Deferred Compensation Plan with a 2% employer contribution
- ◆ Vacation cash-out up to 8 days annually
- ◆ 1937 Retirement Act Plan with reciprocity with CalPERS
- ◆ 125 Flex Benefits Plan
- ◆ 12 days sick leave annually with unlimited accumulation
- ◆ 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- ◆ 14 paid holidays per year
- ◆ 10 days administrative leave per fiscal year

| Potential Cashable Compensation: | Step 1 | Step 5 |
|----------------------------------|--------------|--------------|
| Annual Salary | \$ 99,029.00 | \$120,370.00 |
| 2% Deferred Comp | \$ 1,980.58 | \$ 2,407.40 |
| Vacation Cash Out | \$ 3,047.04 | \$ 3,703.68 |
| Cafeteria | \$ 24,022.96 | \$ 24,022.96 |
| Total | \$128,079.58 | \$150,504.04 |

For additional benefits information, please visit:
www.sjgov.org/departments/hr/benefits

RECRUITMENT INCENTIVES*

- ◆ Reimbursement of qualifying moving expenses up to \$2,000
- ◆ Vacation accrual rate consistent with candidate's total years of public service
- ◆ Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

*Recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator's Office.

WELLNESS

San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our SJC Engage wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.

www.sjcengage.com



Enhancing Employee Engagement in San Joaquin County

APPLICATION SUBMITTAL AND SELECTION PROCEDURES

The competitive process includes submittal of a completed San Joaquin County Employment Application and responses to the supplemental questions. Resumes will not be accepted in lieu of the required application materials. Completed application package must be submitted to Human Resources on or before the final filing date. Application materials may be obtained from and submitted to:

Application Deadline: February 1, 2019

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Or apply on-line at: www.sjgov.org/departments/hr

If warranted by the number of applicants, applications may be reviewed by a screening panel. If utilized, the screening panel will select those most qualified to be considered for participation in selection processes.

A background investigation will be required for all final candidates. Final appointment will be conditional upon passing a drug screening test as well as DOJ Live Scan fingerprinting.

For selection procedures and a complete job description, please visit our website:

www.sjgov.org/departments/hr/employment_info



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SUPPLEMENTAL QUESTIONNAIRE

Submit responses to the following questions along with your employment application to the San Joaquin County Human Resources Division. Number your responses and address each question separately, with a limit of one page per question. When answering the questions below related to your experience, please provide a detailed description that includes **the name of your employer, dates of employment, and your job title.** These questions may be reviewed by the screening panel in evaluating your qualifications.

1. Provide a summary of your administrative or program management experience in health care services, including your experience managing behavioral health clinical program services. What was your role and responsibility? Include an organizational chart with your employment application packet.
2. Describe your experience developing and implementing clinical treatment programs. Identify the specific programs and the level of responsibility in the development and implementation.
3. Describe your experience presenting information, both orally and in writing, to Boards and Commissions and community organizations.
4. Describe your budget experience, the size and complexity of the budget, and your level of responsibility.
5. Describe your experience working with local, state and federal legislations and regulations relevant to behavioral health services.